

Message Text

UNCLASSIFIED

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ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 NSC-05 SP-02 SIG-03 MMO-04
PER-05 A-01 ABF-01 EB-08 DODE-00 OES-07 CA-01
SY-05 MED-03 OC-06 CCO-00 PPTE-00 SCS-06 VO-03
/088 W

-----082282 280644Z /11

R 271415Z APR 78
FM AMEMBASSY ATHENS
TO SECSTATE WASHDC 5634

UNCLAS SECTION 1 OF 3 ATHENS 3541

E.O. 11652: N/A
TAGS: OGEN
SUBJ: FY 1980 GOALS/OBJECTIVES AND RESOURCE MANAGEMENT (GORM) PROCESS

REF STATE 063477

SUBMITTED HERewith ARE ZBB POSITION PACKAGES, I, II, III, FORMS
ZBB-1 AND ZBB-2, AND COMMENTS ON NON-PERSONNEL RESOURCES
(PARAGRAPHS 20-21 OF REFTEL).

ZBB-1

1. TOTAL U.S. PERSONNEL	126
2. TOTAL FSL	324
3. TOTAL PERSONNEL RESOURCES AT THE MISSIONS	
(1 AND 2) I.E., THE "CURRENT LEVEL"	450
A. PACKAGE I (LINE 3 X 90 PERCENT) EQUALS	405
B. PACKAGE II (LINE 3 X 5 PERCENT) EQUALS	23
C. PACKAGE III (LINE 3 X 5 PERCENT) EQUALS	22

ZBB-2

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	FY 1978			PACKAGE I		
	AMER	AMER		AMER	AMER	
FUNCTION	OFF	STAFF	FSL	OFF	STAFF	FSL

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EXEC	8	3	8	7	3	7
POL/LABOR	6	2	5	6	2	2
E/C	4	1	14	4	1	13
CONS	10	-	43	9	-	38
ADMIN	12	8	158	10	8	140
OTHERS:						
ATO	36	35	56	32	32	50

FBU(HEW)	1	-	14	1	-	12
TTU (DOD)			28			24
TOTAL THIS						
PACKAGE	77	49	326	69	46	286
CUMULATIVE						
TOTAL	77	49	326	69	46	286

	(8)	(9)	(10)	(11)	(12)	(13)
	PACKAGE II			PACKAGE III		
	AMER	AMER		AMER	AMER	
	OFF	STAFF	FSL	OFF	STAFF	FSL
EXEC	1		1			
POL/LABOR				2		1
E/C			1			
CONS	1		3			2
ADMIN			8	2		8
OTHERS:						
ATO	2	2	1	2	1	5
FBU(HEW)			1			1
TTU(DOD)			2			2
TOTAL THIS						
PACKAGE	4	2	19	4	1	19
CUMULATIVE						
TOTAL	73	48	305	77	49	324

ZBB-3

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(1) DECISION UNIT: GREECE

(2) PACKAGE I OF III

(3) ACTIVITY DESCRIPTION

THE PROJECTED OCTOBER 1, 1979(FY 1980 OR "CURRENT LEVEL") AUTHORIZED FULL-TIME STATE AMERICAN AND LOCAL COMPLEMENTS NOTIFIED BY STATE 084552 ARE 126 AMERICAN AND 324 LOCAL EMPLOYEE. AT 90 PERCENT OF STAFFING, WE WOULD HAVE TO FUNCTION WITH 113 AMERICAN AND 292 FSL POSITIONS(OR SOME COMBINATION TALLING AN EQUIVALENT OUT) WHICH IS BELOW THE MINIMUM LEVEL AT WHICH THE EMBASSY CAN EFFECTIVELY PURSUE AGREED U.S. GOALS AND OBJECTIVES IN GREECE AND CONTINUE THOSE ACTIVITIES ESSENTIAL TO A U.S. EMBASSY HERE.

THE SCALE OF EMBASSY ACTIVITIES AT THIS LEVEL DIFFERS FROM OUR CURRENT RANGE PRINCIPALLY IN THE DECREASE IN EXECUTIVE, POLITICAL, ECONOMIC, CONSULAR AND ADMINISTRATIVE ACTIVITIES, WITH NO SECTION UNAFFECTED BY REDUCTIONS.

THE EXECUTIVE SECTION (6 OFFICERS, 2 STAFF, AND 7 FSL'S INCLUDING 3 DRIVERS AND A GARDENER) PROVIDES POLICY GUIDANCE, DIRECTION, AND SUPERVISION TO THE ENTIRE EMBASSY. FOR DMINISTRATIVE SUPPORT AND ACCOUNTING PURPOSES, THE EXECUTIVE SECTION ALSO INCLUDES 2 POLITICAL-MILITARY OFFECERS WHO ADVISE THE AMBASSADOR AND DCM ON POLIITICAL-MILITARY ISSUES, OBSERVE AND REPORT ON POL-MIL DEVELOPMENTS, AND CONDUCT NEGOTIATIONS WITH THE HOST GOVERNMENT

ON A BROAD RANGE OF POL-MIL SUBJECTS.

IMPACT OF 10 PERCENT REDUCTION:

A REDUCTION OF ONE OFFICER IN THE EXECUTIVE SECTION WOULD MEAN ELIMINATING THE STAFF AIDE POSITION, PLACING AN ADDITIONAL BURDEN ON THE AMBASSADOR AND ON HIS ALREADY FULLY OCCUPIED SECRETARY. FURTHERMORE, OTHER SECTIONS CUMULATIVELY WOULD HAVE TO SPEND AN ADDITIONAL MAN-YEAR IN ANSWERING THE AMBASSADOR'S CORRESPONDENCE, BRIEFING HIM, PROGRAMMING VISITORS AND CARRYING OUT OTHER STAFF AIDE DUTIES.

REDUCTION OF 1 FSL IN THE TWO-PERSON PROTOCOL OFFICE WOULD REQUIRE THE HEAVY CLERICAL AND TELEPHONING WORK LOADS TO BE ABSORBED BY OTHER SECTIONS, E.G., THE DCM'S SECRETARY WOULD HAVE TO HANDLE THE HUNDREDS OF PHONE CALLS ASSOCIATED WITH EVERY MAJOR RECEPTION GIVEN BY HIM, OTHER SECTIONS WOULD NOT BE

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ABLE TO TASK THE PROTOCOL OFFICE FOR ASSISTANCE WITH GUEST LISTS AND INVITATIONS. THE QUALITY OF SUPPORT OF ESSENTIAL PROTOCOL AND FORMAL REPRESENTATION FUNCTIONS TO THE EXECUTIVE SECTION WOULD SUFFER.

THE POLITICAL SECTION CONSISTING OF 5 OFFICERS, 2 STAFF AND 4 FSL HAS CHOSEN TO OFFER UP 3 FSL'S IN LIEU OF ONE AMERICAN POSITION. IMPACT: THE ELIMINATION OF 3FSL'S WOULD SEVERELY CURTAIL THE OVERALL EFFECTIVENESS OF THE SECTION AND HAVE AN IMPORTANT NEGATIVE IMPACT ON GOAL I-OBJECTIVES 1, 3, 4; GOAL II OBJECTIVES 1, 2; GOAL IV - OBJECTIVES 1, 2; GOAL V - OBJECTIVES 2 (STATE 295573-CLASSIFIED). IT WOULD DEPRIVE POLITICAL OFFICERS OF VALUABLE AND ESSENTIAL INFORMATION AND REDUCE THE EMBASSY'S CONTACTS AND GENERAL AWARENESS AT IMPORTANT LEVELS OF GREEK SOCIETY TO WHICH AMERICANS DO NOT NORMALLY HAVE ACCESS. IT WOULD HAMPER SIGNIFICANTLY THE ABILITY TO FURNISH TO ALL SECTIONS AND TO THE DEPARTMENT ESSENTIAL BASIC DATA NOW GLEANED BY THESE FSL'S FROM A WIDE RANGE OF SOURCES, A TASK WHICH AMERICAN OFFICERS DO NOT HAVE TIME NOR THE BACKGROUND TO PERFORM. THE ABILITY OF THE SECTION TO PROVIDE IMMEDIATE ORAL AND WRITTEN TRANSLATING SERVICES SO NECESSARY BECAUSE OF DIFFICULTY OF THE GREEK LANGUAGE IN ASSISTING REPORTING OFFICERS WOULD BE HINDERED.

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ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 NSC-05 SP-02 SIG-03 MMO-04
PER-05 A-01 ABF-01 EB-08 DODE-00 OES-07 CA-01
SY-05 MED-03 OC-06 CCO-00 PPTE-00 SCS-06 VO-03
/088 W

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R 271415Z APR 78
FM AMEMBASSY ATHENS
TO SECSTATE WASHDC 5635

UNCLAS SECTION 2 OF 3 ATHENS 3541

THE E/C SECTION, REDUCED BY 1 FSL FOR THIS PACKAGE TO A TOTAL OF 15 (4 OFFICERS, 1 STAFF AND 10 FSL'S) COULD MEET MINIMUM U.S. NEEDS FOR ECONOMIC REPORTING AND COMMERCIAL ACTIVITIES. TRADE PROMOTION WORK WOULD HAVE TO BE REDUCED, HOWEVER, AND AT LEAST ONE "CAMPAIGN" AND ONE DEPARTMENT OF COMMERCE-SPONSORED TRADE PROMOTION EVENT WOULD HAVE TO BE DROPPED FROM THE COUNTRY COMMERCIAL PROGRAM WHICH IS PRECISELY TAILORED TO ACTUAL CURRENT PERSONNEL LEVELS. THE CONSULAR SECTION WOULD BE REDUCED BY 1 OFFICER AND 4 FSL'S TO 41 PERSONS (8 OFFICERS AND 33 FSL'S). AT THIS LEVEL, THE SECTION COULD MAINTAIN FULL SERVICE TO AMERICANS SEEKING PASSPORT AND CITIZENSHIP SERVICES AND REQUIRING PROTECTION AND WELFARE ASSISTANCE AND COULD ISSUE THE EXPECTED NUMBER OF NON-IMMIGRANT AND IMMIFRANT VISAS, BUT THERE WOULD BE SOME ADVERSE EFFECTS ON ALL THESE SERVICES. SPECIFIC IMPACT: NIV PROCESSING TIME WOULD INCREASE FROM THE CURRENT ONE HOUR TO THREE HOURS AND DURING PEAK NIV PERIODS WE COULD ANTICIPATE AN OUTDOOR WAITING LINE OF APPLICANTS AND THE NECESSITY FOR MANY TO RETURN THE NEXT DAY. QUALITY OF VISA INTER-VIEWS WOULD DECREASE AND THE CURRENT PRACTICE OF AFFORDING A SECOND INTERVIEW IN CASES INVOLVING CONGRESSIONAL OR OTHER PUBLIC INTEREST WOULD BE CURTAILED. LOSS OF 4 FSL POSITIONS WOULD CAUSE DELAYES IN PROVISION OF NOTARIAL SERVICES TO AMERICANS AND IN NIV SERVICES TO THE PUBLIC; DELAYS WOULD OCUR FOR IMMIGRANT APPLICANTS AND REDUCED ABILITY TO COVER VACANCIES DURING SUMMER LEAVE PERIODS WOULD RESULT. ALTHOUGH POSITIONS AT THE AMERICAN CONSULATE GENERAL, THESSALONIKI, UNCLASSIFIED

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ARE INCLUDED IN THE MISSION BREAKDOWN BY FUNCTION IN ZBB-2, A PARA-GRAPH IS DEVOTED HERE TO DESCRIBE ITS COMPLEMENT AND PROPOSED REDUCTIONS. THE CONSULATE AT THESSALONIKI COMPLEMENT OF 3 OFFICERS, 1 STAFF AND 20 FSL'S (11 PROGRAM AND 9 FAAS) WOULD BE REDUCED BY 2 FSL'S TO AN OVERALL FIGURE OF 22. THE CONSULATE COULD CONTINUE TO MEET ITS POLITICAL AND ECONOMIC COMMERCIAL OBJECTIVES, BUT CONSULAR AND ADMINISTRATIVE SERVICES WOULD BE AFFECTED. IMPACT: REDUCTION OF 1 PROGRAM FSL WOULD CAUSE DELAYES IN THE VISA ISSUING PROCESS AND SOME REDUCTION IN ABILITY TO PROVIDE PROTECTION AND WELFARE SERVICES TO AMERICAN CITIZENS. REDUCTION OF THE SECOND FSL

(FAAS POSITION) WOULD REQUIRE CURTAILMENT OF ADMINISTRATIVE

SUPPORT SERVICES RENDERED IN BUILDING, MAINTAINANCE, MOTOR POOL, CUSTOM CLEARANCE AND ACCOMMODATION EXCHANGE AREAS. THE ADMINISTRATIVE SECTION'S AMERICAN COMPLEMENT, EXCEPT FOR REGIONAL ACTIVITIES OF A/MED AND O/SY, IS SO THIN AS TO RULE OUT CONSIDERATION OF ELIMINATING ANY NON-REGIONAL ACTIVITY'S U.S. POSITION. FOR THE PURPOSE OF THIS EXERCISE, IT IS ASSUMED THAT THE ADMINISTRATIVE COMPLEMENT OF 20 AMERICAN (INCLUDING 1 REGIONAL MEDICAL OFFICER, 5 TECHNICAL SECURITY) PERSONNEL WOULD BE REDUCED BY 2 TO 18 IN THE REGIONAL ACTIVITIES AREA. WITH RESPECT TO THE ADMINISTRATIVE FSL COMPLEMENT OF 147 (NOT INCLUDING 9 AT THE AMERICAN CONSULATE GENERAL THESSALONIKI, DISCUSSED ELSEWHERE) 15 LOCAL POSITIONS WOULD BE INVOLVED WHICH WOULD AFFECT VITAL AREAS. IMPACT: IF TWO U.S. POSITIONS MUST BE GIVEN UP THEY SHOULD BE TAKEN FROM THE MEDICAL AND THE TECHNICAL SECURITY OFFICES. IMPACT WILL BE NEGLIGIBLE ON EMBASSY OPERATIONS, BUT SIGNIFICANT ON SUPPORTED REGIONS. FULL REGIONAL IMPACT STATEMENTS SHOULD BE SUPPLIED BY A/MED AND O/SY RESPECTIVELY. WITH RESPECT TO GIVING UP 15 LOCAL POSITIONS, PERSONEL AND BUDGET/ MANAGEMENT WOULD EACH CONTRIBUTE ONE POSITION WITH A CORRESPONDING REDUCTION OR ELIMINATION OF SERVICES. COMMUNICATIONS AND SECURITY UNCLASSIFIED

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WOULD GIVE TWO EACH, WITH A REDUCTION IN SWITCHBOARD, REPRODUCTION AND WARDEN ACTIVITIES, WHILE GSO WILL HAVE TO COME UP WITH 9 POSITIONS AS THEIR SHARE, AND A MAJOR REDUCTION IN MAINTENANCE AND CUSTODIAL SERVICES WOULD RESULT. THE AREA TELECOMMUNICATIONS OFFICE (ATO) STAFF OF 71 AMERICANS AND 56 FSL'S WOULD BE REDUCED BY 7 OFFICERS AND 6 FSL'S WHICH WOULD AFFECT ITS OPERATIONAL CAPABILITY ADVERSELY. IMPACT: THIS WOULD GREATLY REDUCE AREA CAPABILITY FOR SERVICING REGIONAL REQUIREMENTS FOR TEMPORARY DUTY TECHNICAL AND OPERATIONAL SUPPORT, AND WOULD REQUIRE THAT THE PERSONNEL DEFICIT BE OFFSET BY TDY PERSONNEL FROM WASHINGTON OR OTHER AREAS. REDUCTION WOULD ALSO REDUCE OUR ABILITY TO SUPPORT REGIONAL LOGISTICAL REQUIREMENT, A GAP THAT WOULD ALSO HAVE TO BE SERVICED FROM WASHINGTON. THE COMMANDER OF THE TRANSPORTATION TERMINAL UNIT (TTU) AND THE OFFICER-IN-CHARGE OF THE FEDERAL BENEFITS UNIT (FBU-SOCIAL SECURITY ADMINISTRATION) INDICATED THAT THE IMPACT OF A REDUCTION IN FSL'S WOULD RESULT IN A LOWER LEVEL OF RESPONSIVENESS TO THEIR RESPECTIVE CUSTOMERS, I.E., SOCIAL SECURITY ANNUITANTS IN THE CASE OF FBU AND U.S. MILITARY AND CIVILIAN EMPLOYEES IN CASE OF TTU. THE FSL POSITIONS INVOLVED, WHILE INCLUDED IN THE STATE POST COMPLEMENT, ARE DIRECTLY REIMBURSABLE FROM DOD AND HEW TO STATE.

THIS FY

PKG. 1980

(4) RESOURCE REQUIREMENTS FY 78 FY 79 ONLY CUMUL.

U.S. OFFICERS	77	77	69	69
U.S. STAFF	49	49	46	46
FSL'S	326	324	286	286

TOTALS 452 450 401 401

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ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 NSC-05 SP-02 SIG-03 MMO-04
PER-05 A-01 ABF-01 EB-08 DODE-00 OES-07 CA-01
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/088 W

-----082697 280642Z /11

R 271415Z APR 78
FM AMEMBASSY ATHENS
TO SECSTATE WASHDC 5636

UNCLAS SECTION 3 OF 3 ATHENS 3541

ZBB-3

- (1) DECISION UNIT: GREECE
- (2) PACKAGE II OF III
- (3) ACTIVITY DESCRIPTION

AT THIS LEVEL, THE ADDITION OF ONE OFFICER AND ONE FSL WOULD PERMIT THE EXECUTIVE SECTION, INCLUDING THE POLITICAL-MILITARY OFFICERS, TO CONTINUE CARRYING OUT THE ESSENTIAL ACTIVITIES THEY HAVE PERFORMED IN THE PAST. THE E/C SECTION CAN MEET AGREED OBJECTIVES FOR ECONOMIC REPORTING AND COMMERCIAL ACTIVITIES WITH THE ADDITION OF ONE FSL. AT THIS LEVEL, THE TWO MOST ESSENTIAL FSL'S WOULD BE RETURNED TO THE POLITICAL SECTION, MEANING THEIR VITAL INPUTS WOULD BE RESTORED TO THE SECTION'S OVERALL ACTIVITY. WITH THE RESTORATION OF ONE OFFICER POSITION AND TWO FSL'S TO THE CONSULAR SECTION, NIV PROCESSING WOULD BE RETURNED TO NORMAL, I.E., NO VISA LINES, PROCESSING WITHIN ONE HOUR OF APPLICATION. NOTARIALS AND CASHIER WORK IN BEHALF OF PASSPORT AND IMMIGRANT APPLICANTS WORK ALSO WOULD BE RESTORED TO ALMOST THE CURRENT LEVEL OF PROMPT SERVICE. THE ADDITION OF ONE FSL IN THE CONSULAR UNIT AND ONE FSL IN THE ADMINISTRATIVE UNIT OF AMECONGEN THESSALONIKI WOULD ALLOW THE CONSULATE GENERAL TO CONTINUE ALL OF ITS PRESENT ACTIVITIES.

THE RESTORATION OF SEVEN FSL'S IN THE ADMINISTRATIVE SECTION WOULD BRING THE BUDGET AND MANEGEMTN SECTION BACK TO CURRENT STAFFING LEVELS; PERSONNEL, GSO, SECURITY AND C&R WOULD BE "LIMPING" ALONG.
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TECHNICAL SUPPORT TO AREA COMMUNICATIONS INSTALLATIONS WOULD
CONTINUE AT CURRENT LEVELS WITH THE ADDITION TO ATO OF TWO
OFFICERS, TWO STAFF AND ONE FSL.

	THIS	FY		
	PCKG	1980		
(4) RESOURCE REQUIREMENTS	FY 78	FY 79	ONLY	CUMUL
U.S. OFFICERS	77	77	4	73
U.S. STAFF	49	49	2	48
FSL'S	326	324	19	305
TOTALS	452	450	25	426

(5) IMPACT ON CURRENT U.S. POLICY GOALS, OBJECTIVES, AND ESSENTIAL
ACTIVITIES:

THERE WILL CONTINUE TO BE A SHORTFALL IN PREPARATION OF UNCLASSIFIED
MATERIAL AND THE COLLECTION OF UNCLASSIFIED BIOGRAPHIC INFORMATION
ATTRIBUTABLE TO THE REDUCTION IN ONE FSL IN THE POLITICAL SECTION.
THERE WOULD BE SOME LAG IN NOTARIALS AND IMMIGRANT VISA PROCESSING.
THERE WOULD BE A SHORTFALL IN SERVICES PROVIDED BY PERSONNEL, GSO,
SECURITY AND C&R DUE TO THE REMAINING UNRESTORED EIGHT FSL'S IN THE
ADMINISTRATIVE SECTION; ALSO IN REGIONAL SERVICES ATTRIBUTABLE TO THE
TWO U.S. POSITION REDUCTIONS IN THE MEDICAL AND TECHNICAL
SECURITY OFFICE.

REGIONAL REQUIREMENTS FOR TEMPORARY DUTY OPERATIONS PERSONNEL WOULD
HAVE TO BE SERVICED BY WASHINGTON AND SOME AREA LOGISTICAL REQUIRE-
MENTS DIVERGED TO WASHINGTON BECAUSE OF THE REMAINING
REDUCTION OF THREE AMERICAN AND FIVE FSL'S IN ATO.

ZBB-3

(1) DECISION UNIT: GREECE

(2) PACKAGE III OF III

(3) ACTIVITY DESCRIPTION

ALL ACTIVITIES CURRENTLY CONDUCTED BY THE EMBASSY WOULD BE
CONTINUED IN SUPPORT OF THE AGREED GOALS AND OBJECTIVES.

THIS FY

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	PCKG.	1980		
(4) RESOURCES REQUIREMENTS	FY 78	FY 79	ONLY	CUMUL.
U.S. OFFICERS	77	77	4	77
US STAFF	49	49	1	49
FSL'S	326	324	19	324
TOTALS	452	450	24	450

(5) IMPACT STATEMENT: ALL CURRENT ACTIVITIES WOULD BE
CONTINUED AT THIS LEVEL. ANY INCREASE IN WORKLOAD, HOWEVER, IN
ANY OF THE MAJOR SECTIONS OF THE EMBASSY WOULD BE DIFFICULT TO
ACCOMMODATE, SINCE OUR RESOURCES ARE BARELY ABLE TO COVER THE
PRESENT LEVEL OF ACTIVITY.

COMMENTS ON NON-PERSONNEL RESOURCES

WITH ABOUT 80 PERCENT OF THE POST'S BUDGET COVERING FIXED COSTS, THE BALANCE OFFERS SLIM PICKINGS FOR SAVINGS. WE COULD OBVIOUSLY DEFER REPLACEMENT OF EQUIPMENT, WHICH WE NOW DO ON THE BASIS OF NORMAL WEAROUT PERIOD AND PRESCRIBED REPLACEMENT CYCLES. WE COULD DEFER SUPPLY PURCHASES, INSTITUTING RIGID CONTROLS ON USE OF EXPENDABLES. WE COULD ELIMINATE TDY TRAVEL COMPLETELY - WE CANNED REDUCE WHAT IS ALREADY AT A MINIMUM. BUT I THINK WE SHOULD BEAR IN MIND THAT DEFERMENTS OF PURCHASES REQUIRE MORE FREQUENT AND COSTLIER REPAIRS, THAT RIGID CONTROLS OF EXPENDABLE SUPPLIES WILL REQUIRE HIRING ADDITIONAL PEOPLE TO ENFORCE THE CONTROLS, AND THAT ELIMINATION OF TDY TRAVEL DEPRIVES A FOREIGN SERVICE OFFICER OF A BASIC TOOL OF HIS TRADE.

ON THE OTHER HAND, WE SUGGEST THAT A CHEAPER WAY MAY BE FOUND TO CONDUCT LOCAL EMPLOYEE WAGE AND CLASSIFICATION SURVEYS, TO REPLACE VERY COSTLY CONTRACTUAL SERVICES. PARTICULARLY IN WESTERN EUROPE, WE BELIEVE ECONOMIC INDEXES TO BE SUFFICIENTLY SOUND TO SERVE AS THE BASES FOR ADJUSTMENT IN LOCAL COMPENSATION PLANS.

THE FOREGOING CONSTITUTES THE EMBASSY'S PART I SUBMISSION. PART II WILL FOLLOW BY SEPARATE TELEGRAM.

MCCLOSKEY

NOTE BY OC/T: MESSAGE DELAYED IN TRANSMISSION.

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